

VOL. 12

Traffic Plan's
official employee
publication

UNITE



CELEBRATING A GREAT YEAR

As we enter the busy holiday season, it's the perfect time to reflect on the year we've had and the values that are important to our organization.

10 YEARS STRONG — AND GROWING

2022 marked our 10-year anniversary, and what a ride it's been! We have come so far since opening our doors with one client, three vans, and six employees. Over the past 10 years, we've grown from a local traffic safety partner to one of the region's largest and most reliable full-service providers of traffic control services and equipment.

Of course, our success would not be possible without our highly skilled workforce of 500+ amazing employees. We are more than just a company! Together, we're a team in every sense of the word.

A PARTNER IN PROGRESS

Our pledge to be a partner in progress is as strong as it's ever been. Our mission goes beyond keeping people safe in work zones. We realize there's a higher purpose to our jobs — it's about working together so our communities and infrastructure are not only maintained but also improved for a brighter future. We are making lives better through progress and purpose!

AN ADVOCATE FOR ALL

Traffic Plan has a unique position in the industry as a women-owned business that is certified by the Women's Business Enterprise National Council (WBENC). As the largest certifier of woman-owned businesses in the United States, WBENC is a leading advocate for companies like ours. They believe that diversity promotes innovation and opens doors — a value that we are passionate about. As we enter our 11th year, we will continue our mission to be a company that embraces diversity and is an advocate for all.

Wishing you and your loved ones a joyous holiday season,

Carolyn Kiely & Mary Kiely



5 HOLIDAYS CELEBRATED AROUND THE WORLD

December is an ideal time to highlight just a few of the many holidays that are celebrated around the world. Whichever cultural or religious event you might honor, we wish you a wonderful holiday!

HANUKKAH

This religious holiday, which takes place December 18 – 26 this year, is also known as Chanukah or the Festival of Lights. Celebrated in Israel and Jewish communities around the world, Hanukkah marks the rededication of the Second Temple of Jerusalem after the Maccabean Revolt.

CHRISTMAS

Christmas is celebrated on December 25 to commemorate the birth of Jesus Christ. The date coincides with winter solstice on the Roman calendar. Whether it's leaving gifts for Father Christmas, getting gifts from Santa Claus, or attending church, the holiday is honored in different ways around the world.

Have ideas for how to promote diversity and inclusion at Traffic Plan?
Contact Jessica Carriero at jcarriero@trafficplan.com

YULE

Also known as Yuletide, Yule takes place December 21 – January 1 and is marked by Germanic people around the globe. It's also one of the oldest and most popular winter celebrations in the world. Yule has pagan roots, and it honors the Norse god Odin.

BOXING DAY

This holiday is celebrated on December 26 worldwide. Its symbolism is a bit uncertain — some think it's the official day when a church would share boxed gifts with the poor the day after Christmas. Others believe it's a day to honor servants and tradespeople in appreciation for their hard work.

KWANZAA

This cultural event takes place December 26 – January 1. It's rooted in African history and values and is celebrated primarily in the United States. Kwanzaa is often marked with traditional African songs and dances as well as poems and storytelling. A large feast known as Karamu takes place on December 31.



PROGRESS BULLETIN

SAFETY TIPS FOR THE HOLIDAY SEASON

You can always expect more traffic this time of year, and progress doesn't slow down just because it's the holidays. With more delivery trucks on the road and people running extra errands, visiting friends and family, and doing last-minute shopping, it's more important than ever to be vigilant for possible dangers on the job site.

HERE ARE FIVE TIPS FOR KEEPING YOURSELF AND YOUR WORK ZONE SAFE DURING THE HOLIDAY SEASON:

- 1. Remember and use the safety techniques you learned during training.** Maintaining high safety standards is the best way to keep you and your work zone safe, especially with increased traffic and distracted drivers.
- 2. Be extra careful when maneuvering equipment and vehicles.** With more vehicles on the road, there will be less space for your equipment. Distracted drivers may not notice you or your equipment, especially when you are moving toward traffic.
- 3. Keep your PPE clean.** As the days become shorter, this becomes more important. Keeping dirt from your PPE helps it remain bright for drivers to see. See your supervisor if your PPE needs to be replaced.
- 4. Stay warm.** Make sure to wear warmer clothing or dress in layers. When you are comfortable and warm, you will have lower stress levels, more patience, and better focus.
- 5. Be patient.** When traffic increases, drivers' tempers can rise, and their patience can diminish. They can become easily agitated and angry. Be patient and courteous to motorists. Do not respond to angry drivers. Alert your supervisor or call law enforcement if necessary.

The holiday season may be stressful, but it eventually ends. Keeping these safety tips in mind will help the weeks go smoother and reduce the risk of injury for our clients, the public, and one another.



STAND & TAKE A BOW

Employees are Traffic Plan's most valuable asset. Here, we'd like to take a moment to recognize your milestones and give you a round of applause!

FIVE-YEAR ANNIVERSARIES

STEVEN ROHENA 09/25/17
VICKI SCHANTZ 09/25/17
JEFFERSON MONCADA..... 10/12/17
JONATHAN ISAAC..... 10/16/17
PATRICK DESNOYERS 10/31/17
JILLIAN PICCOLO 10/31/17

PROMOTIONS TO CREW CHIEF

DION ANZISI
MARCOS AVILES
WILLIAM BARBA
EDWARD CROUCH
JOE JAGIELLO
JOSE SOLA
VICTOR STORY

ONE-YEAR ANNIVERSARIES

ANGEL VILLEGAS..... 09/01/21
JOSEPH KILCOURSE JR. 09/09/21
ERIC MORTENSEN..... 09/09/21
EDWIN ALBINO..... 09/13/21
JANICE GODOWSKY..... 09/14/21
CALVIN LITTLE 09/21/21
CAROLYN CARPENTER 09/29/21
SATONE FERGUSON..... 09/29/21
BRENDON LAZAR..... 09/29/21
STEVE VIRU..... 09/29/21
FRANCESCA BELLO 10/04/21
RASUL BURT..... 10/06/21
KYLE COLDON..... 10/06/21
WALTER HAWN 10/06/21
ERIC HOUSE 10/06/21
COURTNEY GANSKA 10/13/21
LAMONT MITCHELL 10/13/21
SAGE CAMPBELL 10/20/21
SAM LANCASTER 10/20/21
DAWN MACCULLOCH 10/20/21
THOMAS MCMENAMIN..... 10/21/21





FOCUS ON

JULIO RODRIGUEZ

Julio Rodriguez works out of our Glassboro, New Jersey, office, where he started as a Second Seater and was soon promoted to Crew Chief. Thanks to his love of the job and working outside, he hopes to continue his progress with Traffic Plan and move into further roles!

HOW LONG HAVE YOU BEEN WITH TRAFFIC PLAN, AND WHAT'S YOUR ROLE?

I've been with Traffic Plan going on three years on March 4. I'm a Crew Chief.

WHAT'S YOUR FAVORITE PART OF THE JOB?

I get to work outside, and every day is different for me. I love working outside.

THE MOST CHALLENGING PART?

There's a few: being challenged with big work zones, when it doesn't go well when you are setting up work zones, and careless drivers.

WHAT HAS YOUR CAREER PROGRESSION AT TRAFFIC PLAN LOOKED LIKE?

I started as a Second Seater and got promoted to Crew Chief within five or six months. I plan on staying for a while. I love my job, never called off.

WHERE DO YOU SEE YOURSELF AT TRAFFIC PLAN IN THE FUTURE?

I hope to stay with the company and progress and move up to higher positions.

ANY ADVICE FOR SOMEONE WHO'S NEW TO TRAFFIC PLAN?

Try not to let everything overwhelm you. Just take it day by day. Don't look at the whole staircase — just take the first step.

WHAT DO YOU LIKE TO DO IN YOUR FREE TIME?

Work on my car, an Infiniti Q50. I lowered it, tinted it, made it look nice.

WHAT'S A FUN FACT PEOPLE MIGHT BE SURPRISED TO LEARN ABOUT YOU?

I'm very knowledgeable and handy.

HOW WOULD YOUR FRIENDS OR FAMILY DESCRIBE YOU IN THREE WORDS?

Dependable, honest, reliable.

WHAT'S YOUR FAVORITE QUOTE OR MOTTO YOU LIVE BY?

You're in good hands, like Allstate!

“

**DON'T LOOK AT THE WHOLE
STAIRCASE — JUST TAKE
THE FIRST STEP.**

”



EXTRA PERKS FROM TICKETSATWORK

At Traffic Plan, we work hard, and we play hard. Be sure to make the most of your time off the clock with TicketsatWork, a free program for all Traffic Plan employees that provides discounts on everyday essentials and once-in-a-lifetime opportunities.

MAKE EVERY DOLLAR COUNT

Receive discounts on groceries, streaming services, pet supplies, and many other items you use every day. You can also plan your dream vacation with perks on hotels, rental cars, concerts, amusement park attractions, and more.

SIGNING UP FOR TICKETSATWORK IS AS EASY AS 1, 2, 3

1. Visit [TicketsatWork.com](https://ticketsatwork.com).
2. Click *Become a Member*.
3. Enter your company code (TRAFFICFUN) or work email to create an account.

You'll start saving immediately on a wide range of products and services to help you make the most of your time and money!

DISCOUNTS ON THE PERFECT GIFT

The holidays are right around the corner. With a few clicks, you can get discounted prices on the gifts your family and friends actually want — or, you can treat yourself! Here are some gift-giving ideas you can save on through the TicketsatWork program:

- New toys and treats for your favorite furry friends
- A new laptop for your soon-to-be high school grad
- Audiobooks for your book-loving neighbor
- New running shoes for your fitness-loving family members
- Tickets to the next big game for your sports-enthusiast friend
- A beautiful poinsettia or big bouquet for your grandma
- Hotel reservations and a romantic night away for your special someone
- Disney World tickets for a once-in-a-lifetime family experience



Traffic Plan™

TRAFFIC CONTROL SERVICES



FRANKLY SPEAKING



Traffic Plan promotes a safety-first environment, and our goal as traffic control specialists is to protect the people we are hired to serve, our workers, motorists, and pedestrians. We strive to be safe in all our duties. This mindset is ingrained in us early on as new employees and is emphasized throughout our tenure at Traffic Plan. Because of our training, we develop an internal safety web that incorporates everyone around us. But this web, as broad as it is, can exclude our own self-preservation.

We talk often about staying safe from live-lane vehicle travel, line-of-fire pitfalls, and other work zone safety issues. There is, however, another area of safety that is rarely touched on — **becoming a victim of crime.**

Crime such as assaults, shootings, and physical altercations has been spiking. It is non-discriminative as to when or where it may occur, and being in the wrong place at the wrong time can be catastrophic. **Here are some ways to safeguard ourselves in the event we wind up in a precarious situation.**

MINIMIZE YOUR VULNERABILITY

- Always be alert and aware of your surroundings.
- Use extra caution in high-risk/high-crime areas.
- Maintain a reactionary gap using physical distance.
- Observe the behavior and actions of individuals around you.
- When possible, remain in public view.
- Report suspicious individuals to proper authorities.
- Leave at the first indication of danger.

DO NOT BECOME A VICTIM

- Always have a **plan** to respond to suspicious conditions while maintaining your continuous observation and assessment skills.
- Act when a threat presents itself, keeping in mind that getting away is almost always the best option.
- Do not stay and challenge a threat to maintain honor.
- Report suspicious or threatening suspects and/or vehicles to 911 and your supervisors ASAP.



IN-FIELD SECURITY AWARENESS

- Never leave a vehicle running or unlocked while it is unattended.
- Do not respond physically or emotionally to the provoking behavior of others.
- When the job is finished, ensure departure is efficient, with continued assessment until you have cleared the area.
- Responsibly secure all valuables, and lock your vehicle after parking.

VEHICLE TACTICS

- When stopped or moving, always keep enough distance between your vehicle and the vehicle in front to allow for escape options.
- Minimize distracted idle time while you are seated inside the vehicle.
- While driving, especially in heavily populated downtown areas, lock doors and put windows up.
- If necessary, use your vehicle for protection.

Please, practice these tips for safety. Always remain vigilant.

The goal is to return home to our families and loved ones SAFELY!

As always, stay safe,
Frank



TOOLBOX TALK

USE OF SPOTTER

The backing of vehicles should be avoided whenever possible. Plan travel routes and choose easy parking spaces to avoid the need to back up. Of course, this is not always practical, so when you do need to back up, **use a spotter** and the following guidelines.



WHEN TO USE?

Whenever you back up a vehicle.

DRIVER RESPONSIBILITIES

1. Bring the unit to a complete stop. Never hurry when backing or moving vehicles.
2. Roll window down completely.
3. Make visual and verbal contact with the spotter. If you cannot see or hear the spotter, do not back up!
4. Give a two-blast warning on the horn just prior to backing up.
5. Maintain eye contact with the spotter in the left rearview mirror at all times when backing up. **Stop immediately if you lose sight of the spotter.**

SPOTTER RESPONSIBILITIES

1. Survey the backing area and the sides of the vehicle for hazards. Check the overhead clearance too.
2. Communicate any observed hazards to the driver.
3. Place yourself 8 to 10 feet to the left-rear of the unit.
4. Use hand signals to indicate it is safe for movement in a certain direction. Verbal commands alone are not adequate.
5. Stop the driver if you observe any hazards or if you are uncertain of the direction that the driver is maneuvering.

GO FIRST EMPTY HANDED

“Go First Empty Handed” requires workers to do a quick visual check of an area **before** carrying equipment (signs, cones, sign stands, etc.) there. If the area is hazardous due to broken or uneven surfaces, sloped pavement, or gravel or loose dirt, be extra cautious, slow down, and carry only one piece of equipment at a time.



WHEN TO USE?

Anytime you deploy equipment.

AT-RISK BEHAVIORS & SITUATIONS TO AVOID

- Tripping hazards
- Falling hazards
- Carrying **too many** pieces of equipment at once

SAFETY FIRST NO EXCEPTIONS



PROGRESS INSTITUTE

UPDATES FROM TRAFFIC PLAN TRAINERS

At Traffic Plan, safety is our number one priority. We're proud to have our very own Progress Institute, where we teach our employees the best practices and latest techniques for work zone safety. Our goal is to provide safe and efficient work zones for our clients, the traveling public, and our own workers. The more we know and apply the necessary skills, the safer everyone becomes.

Winter weather is on its way, and we are gearing up to train new and current Traffic Plan employees and clients on the latest safety measures for handling hazardous conditions. But first, here's a look at what the Progress Institute was up to this summer!

ADVANCED CREW CHIEF TRAINING

Between July and September, we held two classes and trained 10 employees to become Advanced Crew Chiefs. We will continue to schedule one class each month.

ADVANCED HIGHWAY TRAINING

Fourteen employees received training during our two Advanced Highway Training classes. These two-day classes will continue once a month, starting in the beginning of March.

ATSSA 4-YEAR FLAGGER RECERTIFICATION

ATSSA requires that all flaggers receive recertification training every four years. Over the summer, 24 current employees were recertified to ensure they are up-to-date on the latest safety procedures.

TRUCK-MOUNTED ATTENUATOR CLASSES

We held four classes where we trained 30 employees on the skills and safety measures for operating truck-mounted attenuators (TMAs). We will continue to schedule at least one TMA class each month.

NEW EMPLOYEE TRAINING CLASSES

Over the summer, we trained 140 employees in the latest techniques and best practices for work zone safety. We will schedule these trainings throughout the year as we continue to welcome new employees to Traffic Plan.

CLIENT TRAINING

We conducted Temporary Traffic Control training for Middlesex Water Company as part as their Annual Safety Day on October 25. During the course of the day, a one-hour PowerPoint presentation was conducted four separate times for approximately 80 Middlesex Water Company employees. This PowerPoint was specifically designed for presentations to our utility clients (gas, electric, and water) as part of Traffic Plan's outreach to clients and contractors.





LOOKING TO ADVANCE?

If you would like to make traffic control a career, not just a job, you are in the right place. Traffic Plan is always looking for Crew Chiefs and Traffic Safety Specialists, and we want to invest in team members who've proven they're ready for more responsibility. Contact your Supervisor to learn more.



Traffic Plan

PROGRESS INSTITUTE



TRAFFIC CONTROL SERVICES

Corporate Headquarters
5300 Asbury Road
Farmingdale, NJ 07727
844-875-2644

BONUS OPPORTUNITIES



MILESTONE BONUSES - **\$500 & \$2,000**

Receive a **\$2,000 bonus** 30 days after your 6-month employment milestone, then **\$500** 30 days after your 12-month milestone! Must be actively employed by Traffic Plan at the time of payment to receive bonus.
Valid for union employees only.

CREW CHIEF BONUS - **\$250**

Receive a **\$250 bonus** 6 months after promotion to Crew Chief.

REFERRAL BONUS - **\$2,000**

Refer a new employee, and if they remain employed in good standing with Traffic Plan for 6 months, **you'll receive a \$2,000 bonus!** Make sure the person you're referring puts your name on their job application!